

34 damping parameter less than 10^{-3} for $\text{Co}_{0.25}\text{Fe}_{0.75}$ ⁶, which is unusually low for a metal. They
35 conclude that the low damping in $\text{Co}_{0.25}\text{Fe}_{0.75}$ is a result of a minimization in the density of states
36 at the Fermi-level, which decreases the rate of electron-phonon scattering.

37 Researchers have not yet reached a unified understanding of how quasi-particle interactions
38 govern the magnetization dynamics in the femtosecond regime^{2,9-15}. Some studies have
39 hypothesized that spin-flips caused by electron-phonon interactions are key drivers of
40 femtosecond magnetization dynamics^{9,11}. Other experimental and theoretical studies have
41 explored the importance of electron-magnon interactions¹²⁻¹⁵. Encouraged by the recent
42 advances in the materials science of nanosecond precessional dynamics⁶⁻⁸, we study the
43 compositional dependence of ultrafast magnetization dynamics in Co-Fe alloys. Our study's goal
44 is to understand the relationship between electronic band structure, quasi-particle interactions,
45 and femto-magnetism properties of ferromagnetic metal alloys.

46 We perform time-resolved magneto optic Kerr effect (TR-MOKE) measurements to characterize
47 the magnetization dynamics of thin $\text{Co}_x\text{Fe}_{1-x}$ alloy films (capped and seeded with Ta/Cu layers on
48 a sapphire substrate) on femto- to nanosecond time-scales. See Methods for details on sample
49 geometry. We observe that the ultrafast magnetization dynamics are a strong function of Co-
50 concentration, see Figure. 1a. The ultrafast dynamics of $\text{Co}_x\text{Fe}_{1-x}$ differ most significantly from
51 those of Co and Fe at a composition of $x = 0.25$. We also analyze the time-resolved macroscopic
52 precessional dynamics and report the effective damping parameter of our samples, see Figure 2a.
53 After linewidth analyses, for $\text{Co}_x\text{Fe}_{1-x}$, we observe that the Gilbert damping parameter varies
54 from 3.6×10^{-3} to 5.6×10^{-3} for compositions between $x = 0$ and 1, with a minimum value of
55 1.5×10^{-3} at $x = 0.25$, in good agreement with previously reported results, see Figure 3b.

56 To determine the strength and composition dependence of electron-magnon and electron-phonon
57 quasi-particle interactions, we analyze our ultrafast magnetization dynamics data with a three-
58 temperature-model (3TM)^{2,16}. Our results reveal a strong compositional dependence of the
59 electron-phonon energy transfer coefficient, g_{ep} , suggesting that the variation in the ultrafast
60 dynamics in $\text{Co}_x\text{Fe}_{1-x}$ alloys occurs primarily due to electron-phonon scattering. We draw this
61 conclusion because the value of g_{ep} depends on the rate of phonon emission by hot electrons¹⁷.
62 Electron-phonon scattering is also predicted to govern the damping of nanosecond precessional
63 dynamics^{6,18,19}. Therefore, our results demonstrate that the same microscopic electron-phonon
64 interactions responsible for Gilbert damping also play a dominant role in femto-magnetism
65 properties of ferromagnetic alloys.

66 **Results**

67 **Ultrafast Magnetization Dynamics**

68 We plot the normalized ultrafast magnetization dynamics response, $\Delta M(t)$, for Co, Fe, and
69 $\text{Co}_{0.25}\text{Fe}_{0.75}$ as a function of time delay in Figure. 1a. Data for the rest of the Co-Fe compositions
70 are plotted in Supplementary Figure 1. All our measurements were performed with an incident

71 laser fluence less than $\sim 15 \text{ J/m}^2$. This is a sufficiently small fluence for the dynamics in our
72 experiments to follow a linear regime. In other words, decreasing the incident fluence by a factor
73 of two decreases the optical signal by a factor of two, but does not change the time-dependence
74 of the signal.

75 We use a polar TR-MOKE configuration to measure the ultrafast magnetization dynamics at
76 femtosecond time delays. A schematic of our experimental setup is shown in Supplementary
77 Figure 2a. We apply an external 2.2 Tesla (T) field perpendicular to the plane of the sample
78 using an electromagnet (GMW 3480). This external field is strong enough to effectively
79 overcome the in-plane shape anisotropy of the Co-Fe alloys and saturate the moment in the out-
80 of-plane direction. Since the equilibrium orientation of the moment is in the out-of-plane
81 direction, both, before and after laser irradiation, this geometry allows us to quantify the
82 femtosecond demagnetization response of the Co-Fe alloys, without the presence of macroscopic
83 precessional dynamics, see schematic in Figure 1b.

84 Upon excitation with the pump pulse, the magnetic moment decreases on a sub-picosecond time-
85 scale due to the flow of energy from electrons to magnons^{2,3,16,20,21}. Then, on picosecond time-
86 scales, the magnetization partially recovers as energy is transferred to the lattice and temperature
87 gradients across the film thickness relax. After a few picoseconds, the magnetic film reaches a
88 new equilibrium at an elevated temperature. Ultrafast dynamics with sub-picosecond
89 demagnetization followed by picosecond re-magnetization are commonly categorized as “type I”
90 dynamics, and are characteristic of 3d ferromagnetic metals such as Fe, Co, and Ni⁹.

91 To elucidate how the de- and re-magnetization dynamics change with composition, we define
92 two data descriptors: τ_D and R . We define the demagnetization time, τ_D , as the delay time where
93 $d\Delta M(t)/dt$ reaches its maximum value. We define R as the ratio of the maximum of $\Delta M(t)$ to
94 $\Delta M(t \approx 10 \text{ ps})$. We plot τ_D and R as a function of composition in Figure 3a. τ_D varies weakly
95 with composition and has a minimum value of 40 fs at $x = 0.25$. In contrast, we observe that R
96 varies strongly with composition and is a maximum of 4 at $x = 0.25$.

97 **Nanosecond Precessional Dynamics**

98 We show measurements of the macroscopic precessional dynamics of Fe, Co, and $\text{Co}_{0.25}\text{Fe}_{0.75}$ in
99 Figure 2a. Data for the other Co-Fe compositions are plotted in Supplementary Figure 3. We use
100 a polar TR-MOKE experimental setup, with an obliquely angled external magnetic field, to
101 measure the macroscopic precessional dynamics of our samples. A schematic of our
102 experimental setup is shown in Supplementary Figure 2b. Tilting the electromagnet to an angle
103 of 11° , with respect to the plane of the sample, allows us to apply a canted external magnetic
104 field so that the magnetic moment has an out-of-plane component. The equilibrium orientation of
105 the moment depends on the balancing between the applied external field and the thin-film shape
106 anisotropy field. The shape anisotropy field in the z -direction is proportional to the out-of-plane
107 component of the magnetic moment. Upon heating, the total magnetic moment decreases. This
108 decrease results in an ultrafast change to the out-of-plane anisotropy field and equilibrium

109 orientation. As a result, the magnetic moment will precess to a new equilibrium orientation, see
110 schematic in Figure 2b. Our polar TR-MOKE setup detects changes in the out-of-plane moment,
111 so we can sensitively measure the frequency and amplitude of the precessional dynamics.

112 We collect between 6 and 12 TR-MOKE scans of precessional dynamics for each sample. Each
113 of these scans is collected with a different applied external magnetic field, ranging from 0.2 T to
114 2.2 T. The TR-MOKE signals include precessional dynamics in addition with a background
115 related to temperature-induced demagnetization. To analyze the precessional dynamics, we
116 subtract the background with a biexponential decay function. We fit the resulting dataset with a
117 damped harmonic function, $V(t) = A \sin(\omega t + \phi) \exp(-t/\tau)$. Our fits yield unique values of A
118 (amplitude), ϕ (the initial phase of the oscillation), T (period), and τ (the exponential decay time
119 of the precession). Using these values, we determine the effective dimensionless damping
120 parameter, $\alpha_{\text{eff}} = \omega \cdot \tau^{-1}$.

121 The resonance frequency is a function of applied external magnetic field and magnetic moment,
122 $\omega = \gamma \sqrt{H_{\text{eff}}(H_{\text{eff}} + \mu_0 M_s)}$. Here, γ is the gyromagnetic ratio, μ_0 is the vacuum permeability,
123 H_{eff} is the out-of-plane component of the external magnetic field as measured by a Hall probe,
124 and M_s is the saturation magnetization of the sample. We derive the magnetic moment of the
125 sample by treating M_s as a fit parameter. We also perform VSM measurements of the moment of
126 some of the samples and find that the magnetic moment obtained is in good agreement with the
127 value that we derive by fitting our precessional dynamics data. See Supplementary Figure 4 for
128 more details.

129 The effective damping parameter α_{eff} that we deduce from our precessional dynamics
130 measurements includes effects from damping and inhomogeneous broadening. The effect of
131 inhomogeneous broadening is independent of the applied field at high frequencies²². To obtain
132 the Gilbert damping parameter intrinsic to the sample geometry (not intrinsic to the material), we
133 plot the effective linewidth, $\alpha_{\text{eff}} \cdot f$, as a function of frequency, and linearly fit to the equation,
134 $\alpha_{\text{eff}} \cdot f = \alpha \cdot f + \Delta H$, where ΔH is the inhomogeneous broadening component and α is the Gilbert
135 damping parameter. Further details can be found in Supplementary Figure 5.

136 In contrast to prior investigations that performed FMR measurements in the frequency range
137 from 16-18 GHz⁸ and 40 GHz⁶, our TR-MOKE experimental setup allows us to study dynamics
138 at frequencies as large as 90 GHz. At such high frequency, we can be confident that our
139 measured Gilbert damping parameter is dominated by the intrinsic linewidth over
140 inhomogeneous broadening effects.

141 The Gilbert damping parameter we observe of $\alpha = 1.5 \times 10^{-3}$ for $\text{Co}_{0.25}\text{Fe}_{0.75}$ is amongst the
142 lowest ever reported for a ferromagnetic metal. Schoen et al. report $\alpha = 2.1 \times 10^{-3}$ for
143 $\text{Co}_{0.25}\text{Fe}_{0.75}$. After accounting for radiative and spin-pumping contributions, they estimate an
144 intrinsic damping parameter for $\text{Co}_{0.25}\text{Fe}_{0.75}$ to be $\alpha_{\text{int}} = 5 \times 10^{-4}$. Lee et al.⁸ performed FMR
145 measurements of $\text{Co}_{0.25}\text{Fe}_{0.75}$ epitaxial films and report $\alpha = 1.4 \times 10^{-3}$. Wei et al. report $\alpha =$

146 1.5×10^{-3} for $\text{Fe}_{0.75}\text{Al}_{0.25}$ films⁷. We note that our measured damping parameter likely
147 includes significant contributions from spin-pumping into the adjoining Ta/Cu layers, but we did
148 not experimentally examine the effects of spin-pumping in our samples.

149 **Analysis and Discussion**

150 The comparison of R and α in Figure 3a and Figure 3b reveals that the two quantities depend on
151 composition in a similar manner. R is at a maximum and α is at a minimum at $x = 0.25$. Fe and
152 $\text{Co}_x\text{Fe}_{1-x}$ alloys with $x \geq 0.5$ have small R and high α . Alternatively, $\text{Co}_x\text{Fe}_{1-x}$ alloys with $0.1 < x$
153 < 0.5 have both high R and low α . To confirm this correlation, we performed a hierarchical
154 cluster analysis of the raw data at both femtosecond and nanosecond time-scales. The clustering
155 algorithm divides the Co-Fe alloys into groups based on similarities in the dynamics data. The
156 clustering results as a function of composition are nearly identical when based on the femto-
157 /pico-second time-scale data vs. the nanosecond time-scale data. We include further details on
158 the clustering analysis in Supplementary Note 1 and Supplementary Figure 6.

159 We now explain the correlation between ultrafast and precessional dynamics by considering how
160 electronic scattering processes depend on composition. Similar to prior studies of damping in
161 Co-Fe alloys^{6,7,23}, our results for α vs. x are in good agreement with the “breathing Fermi
162 surface” model for damping²⁴. In this model, spin-orbit coupling causes the Fermi-level to shift
163 with the precessions of the magnetic moment²⁵. A shift in the equilibrium Fermi-level leads to a
164 nonequilibrium electron population. As the Fermi-level repopulates, intra-band electron-phonon
165 scattering transfers energy to the lattice. The “breathing Fermi surface” model predicts that the
166 damping parameter is directly proportional to $D(\varepsilon_f)$, because more electronic states near ε_f leads
167 to higher rates of electron-phonon scattering. We observe that the α value for $\text{Co}_{0.25}\text{Fe}_{0.75}$ is
168 $\sim 2.5x$ lower than α for Fe. Density functional theory predicts a $\sim 2x$ difference in $D(\varepsilon_f)$ for
169 $\text{Co}_{0.25}\text{Fe}_{0.75}$ vs. Fe, see Supplementary Note 2 or Ref.⁶. Therefore, like prior studies of Co-Fe
170 alloys^{6,7,23}, we conclude that intra-band electron-phonon scattering governs precessional
171 damping.

172 To better understand how composition affects electron-magnon and electron-phonon energy
173 transfer mechanisms, we analyze our $\Delta M(t)$ data with a phenomenological three temperature
174 model (3TM), see Figure 4. The 3TM describes how heat flows between electrons, phonons, and
175 magnons after laser excitation of the Co-Fe sample. (See Methods for additional details.) The
176 3TM predicts that τ_D depends on two groupings of model parameters: $\tau_{em} \approx C_m/g_{em}$ and $\tau_{ep} \approx$
177 C_e/g_{ep} . Here C_m and C_e are the magnon and electron heat-capacity per unit volume, and g_{em}
178 and g_{ep} are the energy transfer coefficients from electrons to magnons and phonons,
179 respectively. We estimate values for C_e vs. composition using the Sommerfeld model together
180 with the electronic density of states vs. composition reported in Ref.⁶. The 3TM also predicts that
181 the parameter R is determined by the following grouping of parameters: $R = C_p g_{em}/C_m g_{ep}$ ¹⁶,
182 where C_p is the phonon heat-capacity per unit volume. We assume that the value of C_p is 3.75

183 MJ m⁻³ K⁻¹ for Co, Fe and Co-Fe alloys. With these estimates for C_e and C_p , and other relevant
184 model parameters, summarized in Supplementary Table 1, we can deduce unique values for
185 C_m/g_{em} and C_p/g_{ep} as a function of composition from our TR-MOKE data, see Figure 4b.

186 Based on our 3TM analysis, we conclude that the strong composition dependence of R is due to
187 the composition dependence of g_{ep} . Boltzmann rate-equation modelling of the nonequilibrium
188 electron dynamics after photoexcitation predicts that the electron-phonon energy-transfer
189 coefficient is $g_{ep} = [\pi\hbar k_B D(\epsilon_F)]\lambda\langle\omega^2\rangle^5$. Here, $\lambda\langle\omega^2\rangle$ is the second frequency moment of the
190 Eliashberg function and is a measure of the strength of electron-phonon interactions. Most of the
191 compositional dependence we observe in g_{ep} is explained by the compositional dependence of
192 $D(\epsilon_f)$. To show this, we include a prediction for g_{ep} in Figure 4b. Our prediction uses the
193 $D(\epsilon_f)$ vs. x reported in⁶ and treats $\lambda\langle\omega^2\rangle$ as a composition independent fit parameter. We find
194 $\lambda\langle\omega^2\rangle = 260$ meV² provides an excellent fit to our data. The best-fit value for $\lambda\langle\omega^2\rangle$ is in good
195 agreement with $\lambda\langle\omega^2\rangle \approx \lambda_R \Theta_D^2/2 = 280$ meV². Here, λ_R is derived from electrical resistivity
196 data for Fe²⁶, and $\Theta_D = 470$ K is the Debye temperature of Fe.

197 Before beginning our experimental study, we hypothesized that the energy transfer coefficient
198 between electrons and magnons, g_{em} , would be correlated with the phase-space for electron-
199 magnon scattering. We expected the phase-space for electron-magnon scattering to be a strong
200 function of band-structure near the Fermi-level¹²⁻¹⁵. We also expected the phase-space to be
201 minimized at a composition of $x = 0.25$, because of the minimum in the density of states at the
202 fermi-level. To explore how the phase-space for electron-magnon scattering depends on
203 composition, we performed density functional theory calculations for the electronic band
204 structure with $x = 0$ and $x = 0.25$, see Supplementary Note 2. Our DFT calculations suggest that
205 the phase-space for electron-magnon scattering is an order of magnitude higher for $x = 0$ vs.
206 0.25. However, we do not see evidence that this large theoretical difference in electron-magnon
207 scattering phase-space affects ultrafast dynamics. The time-scale for magnons to heat up after
208 photoexcitation, $\tau_{em} \approx C_m / g_{em}$, decreases monotonically with increasing x , and does display
209 structure near $x \sim 0.25$.

210 Several theoretical models predict a strong correlation between τ_D and α_{int} . For example,
211 Koopmans *et al.* predicts τ_D will be inversely proportional to α by assuming that the dissipative
212 processes responsible for damping also drive ultrafast demagnetization²⁷. Alternatively, Fähnle
213 *et al.* predicts that τ_D should be proportional to α_{int} ²⁸. In our experiments on Co-Fe thin films, we
214 observe only a weak correlation between τ_D and α_{int} . While α_{int} varies with composition by a
215 factor of three, τ_D for 8 of the 9 compositions we study fall within 20% of 75 fs. The τ_D value we
216 obtained for Fe (= 76 fs) agrees well with experimental results reported in^{9,12,29}.

217 **Conclusions**

218 We have measured the magnetization dynamics of $\text{Co}_x\text{Fe}_{1-x}$ thin-films, and we observe that both
219 ultrafast and precessional dynamics of $\text{Co}_{0.25}\text{Fe}_{0.75}$ differ significantly from Co and Fe. When the
220 moment of $\text{Co}_{0.25}\text{Fe}_{0.75}$ is driven away from its equilibrium orientation, the time-scale for the
221 moment to return to equilibrium is 3-4x as long as for Fe or Co. Similarly, when spins of
222 $\text{Co}_{0.25}\text{Fe}_{0.75}$ are driven into a nonequilibrium state by ultrafast laser heating, the time-scale for
223 thermalization with the lattice is 2-3x as long as for Fe or Co. Through 3TM analyses, we
224 demonstrate that this occurs primarily due to the effect of the electronic band-structure on
225 electron-phonon interactions, consistent with the “breathing Fermi surface” theory. Our findings
226 are of fundamental importance to the field of ultrafast magnetism, which seeks to control
227 magnetic order on femto- to picosecond time-scales. Such control requires a thorough
228 understanding of how and why energy is exchanged between electronic, spin, and vibrational
229 degrees of freedom. Prior studies have shown that g_{ep} is correlated with a wide range of physical
230 properties, e.g the superconducting transition temperature³⁰, electrical resistivity²⁶,
231 photoelectron emission³¹, and the laser fluence required for ablation³². To our knowledge, our
232 study provides the first demonstration that g_{ep} in ferromagnetic metals is also correlated to the
233 Gilbert damping parameter α .

234 Our findings also have implications for the ongoing search for magnetic materials with ultrafast
235 magnetic switching functionality. Atomistic spin dynamics simulations predict that the energy
236 required for ultrafast electrical or optical switching of rare-earth ferromagnetic alloys, e.g.
237 GdFeCo, is governed by the electron-phonon energy transfer coefficient³³. To date, most studies
238 aimed at exploring the materials science of ultrafast switching have used alloy composition as a
239 way to control magnetic properties³⁴⁻³⁷. Our work suggests an alternative strategy for reducing
240 the energy requirements for ultrafast magnetic switching. The alloy composition should be
241 chosen to minimize the electronic density of states at the Fermi-level. Such metals will have
242 lower electron-phonon energy transfer coefficients, and therefore more energy efficient ultrafast
243 switching³³.

244 Finally, our findings offer a new route for discovering ferromagnetic materials with ultra-low
245 damping as a result of low g_{ep} . Current methods for identifying low damping materials involve
246 labor-intensive ferromagnetic resonance measurements of one alloy composition at a time.
247 Alternatively, high-throughput localized measurements of ultrafast demagnetization dynamics of
248 samples produced using combinatorial techniques³⁸ would allow promising alloy compounds
249 with weak electron-phonon interactions to be rapidly identified³⁹⁻⁴¹.

250 **Materials and Methods**

251 **Sample Preparation**

252 We sputter deposit the Co-Fe samples onto sapphire substrates with a direct current (DC)
253 magnetron sputtering system (Orion, AJA International). The base pressure prior to deposition is
254 less than 3.5×10^{-7} torr. We sputter with an Argon pressure of $\sim 3.5 \times 10^{-3}$ torr. The geometry of
255 the samples is sapphire/Ta(2nm)/Cu(3nm)/Co_xFe_{1-x}(15nm)/Cu(3nm)/Ta(1nm). The Co_xFe_{1-x} layer
256 is deposited by co-sputtering two 4N purity Co and Fe targets at different powers. We chose this
257 film geometry to mimic the samples in Ref.⁶ which demonstrated low damping at $x = 0.25$.

258 To ensure an accurate thickness of each layer in our samples, we calibrate the deposition rates of
259 each metal by sputtering individual Co, Fe, Ta, and Cu films onto SiO₂/Si substrates and/or BK-7
260 glass substrates. We use picosecond acoustics⁴² and time-domain thermo-reflectance (TDTR)
261 measurements^{43,44} to determine the thicknesses of these individual films. We validate the
262 composition of the Co-Fe alloy layer by performing Energy Dispersive X-Ray Spectroscopy
263 (EDS) analyses with a scanning electron microscope (FEI Nova NanoSEM 450) at an operating
264 voltage of 15 kV and working distance of 14 mm. We analyze the EDS data using Aztec Synergy
265 software (Oxford Instruments).

266 **Time-Resolved MOKE Experimental Setup**

267 We use a pump/probe laser system to perform TR-MOKE measurements of the magnetization
268 dynamics. The pulsed laser is a Ti:sapphire oscillator with an 80 MHz repetition rate. The laser
269 beam is split into a pump and probe beam, that are modulated to frequencies of 10.7 MHz and
270 200 Hz, respectively. A time-delayed pump beam irradiates the sample surface and heats the
271 metal film. The ultrafast heating causes a change in the magnetic moment. We measure the time-
272 evolution of the magnetic moment by monitoring the polarization of the probe beam reflected off
273 the sample surface. The reflected probe beam's polarization state is affected by the out-of-plane
274 magnetic moment of the sample due to the polar Kerr effect. Additional details about the MOKE
275 experiment set-up are in Ref.⁴⁵.

276 The time-resolution of our experiment is controlled by the convolution of the intensity vs. time
277 of the pump and probe pulses. The wavelength of our pump and probe beams is tunable.
278 Employing a red (900 nm) pump and blue (450 nm) probe yields higher time-resolution
279 capabilities, allowing us to accurately measure the ultrafast magnetization at femtosecond time
280 delays. We measure the full-width-at-half-maximum (FWHM) of the convolution of the pump
281 and probe pulses by performing an inverse Faraday effect (IFE) measurement on Pt. We obtain a
282 FWHM value of 390 fs for the convoluted pulses, and a pulse duration of 210 fs for the 900 nm
283 pump/450 nm probe beam setup. For further details on our IFE measurements and pulse duration
284 calculations, please refer to Supplementary Figure 8.

285 To investigate the precessional dynamics on longer time-scales, we use a pump and probe
 286 wavelength of 783 nm. The pulse duration for this setup is 610 fs due to pulse broadening from a
 287 two-tint setup we use to prevent pump light from reaching the balanced detector^{45,46}.

288 **Three Temperature Modeling**

289 To determine the electron, phonon, and magnon energy transfer coefficients, we use the
 290 phenomenological three-temperature model (3TM), given by the following set of equations:

$$291 \quad C_e \frac{dT_e}{dt} = g_{ep}(T_p - T_e) + g_{em}(T_m - T_e) + \Lambda_e \frac{d^2 T_e}{dz^2} + S(z, t) \quad (1)$$

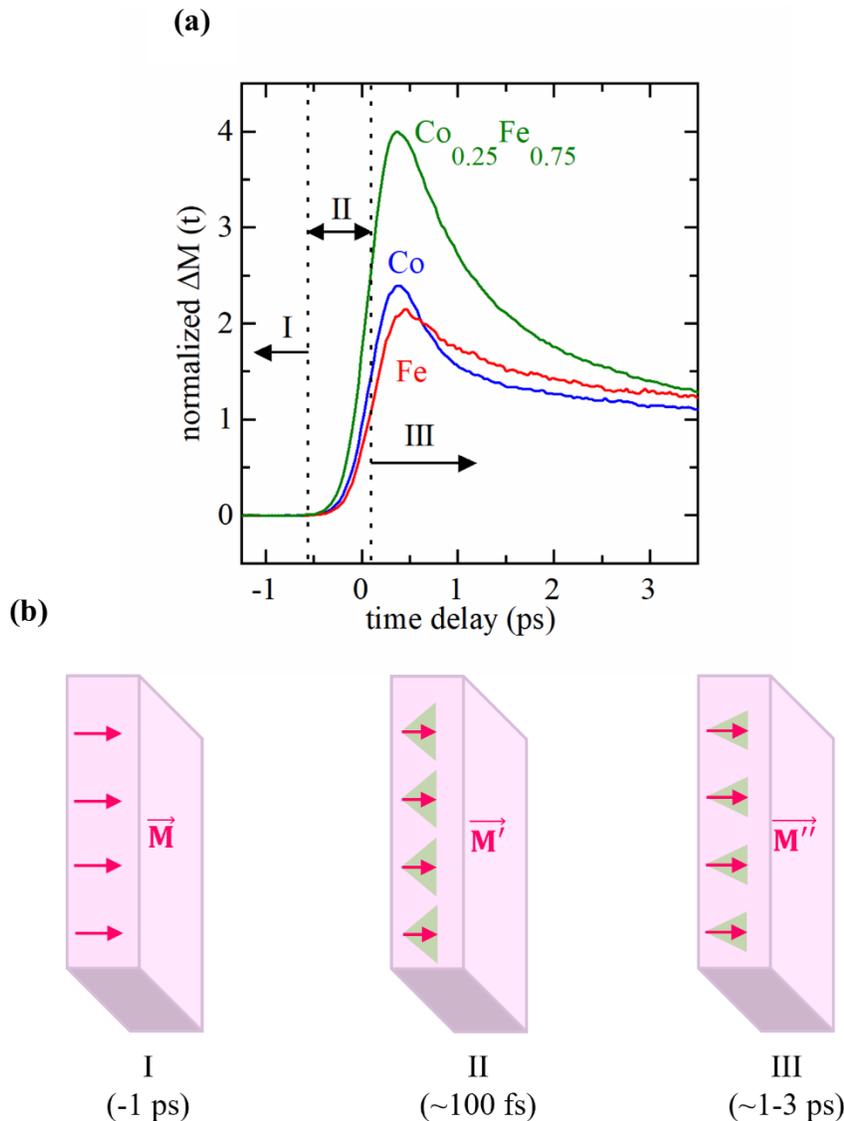
$$292 \quad C_p \frac{dT_p}{dt} = g_{ep}(T_p - T_e) + \Lambda_p \frac{d^2 T_p}{dz^2} \quad (2)$$

$$293 \quad C_m \frac{dT_m}{dt} = g_{em}(T_m - T_e) + \Lambda_m \frac{d^2 T_m}{dz^2} \quad (3)$$

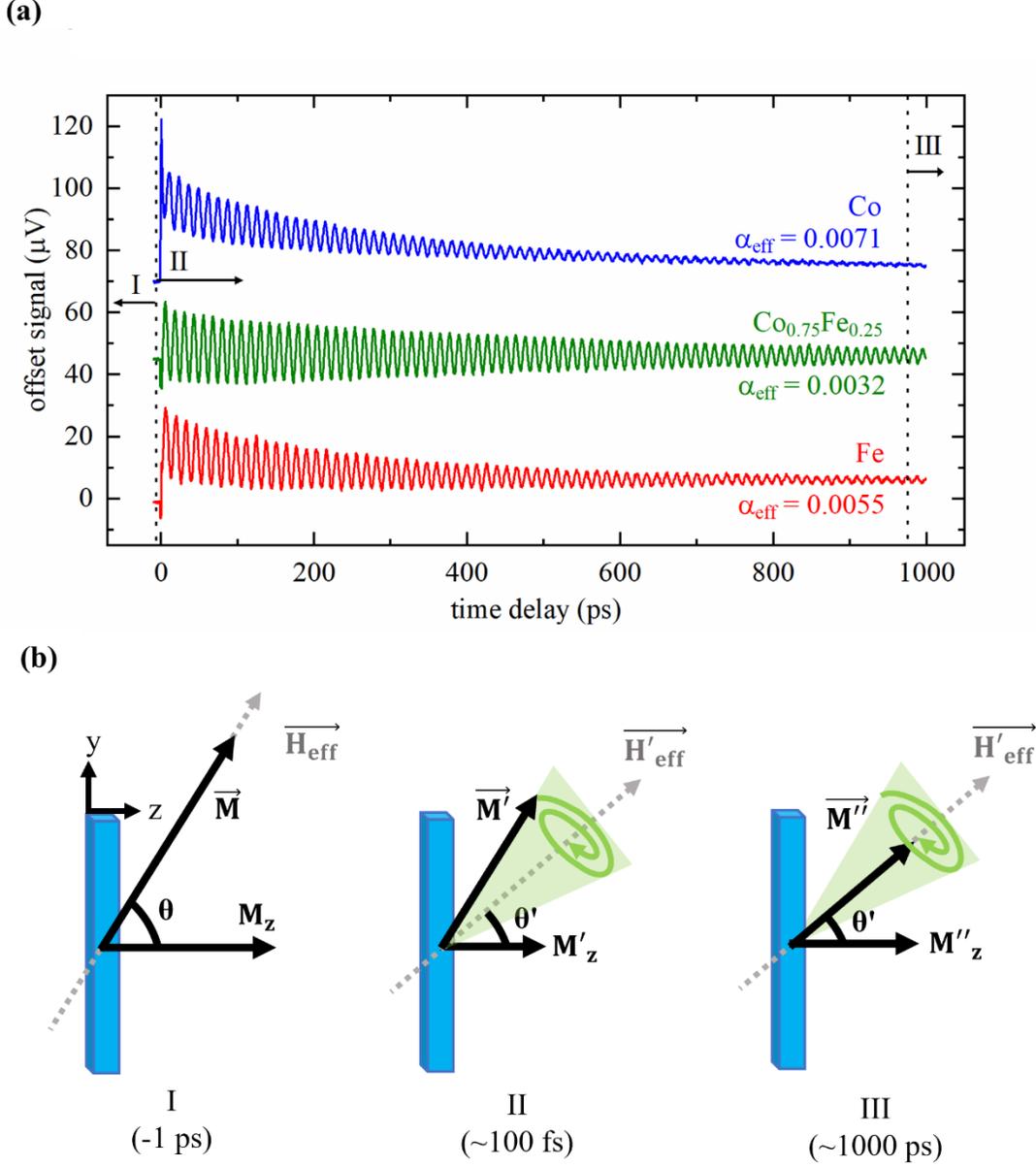
$$294 \quad S(z, t) = S_0 P(t) A(z) \quad (4)$$

295 Equations 1 – 3 describe the temperature evolution of electrons (e), phonons (p) and magnons
 296 (m), as a function of time delay (t). C, T, and Λ are the heat capacity per unit volume,
 297 temperature, and thermal conductivity, respectively. We use the density of states (DOS) at the
 298 Fermi level as a function of Co-concentration⁶ to calculate the electronic heat capacity (C_e) using
 299 the Sommerfeld model. We assume that the phonon-magnon energy transfer is negligible
 300 compared to electron-magnon coupling, and thus, neglect g_{pm} .

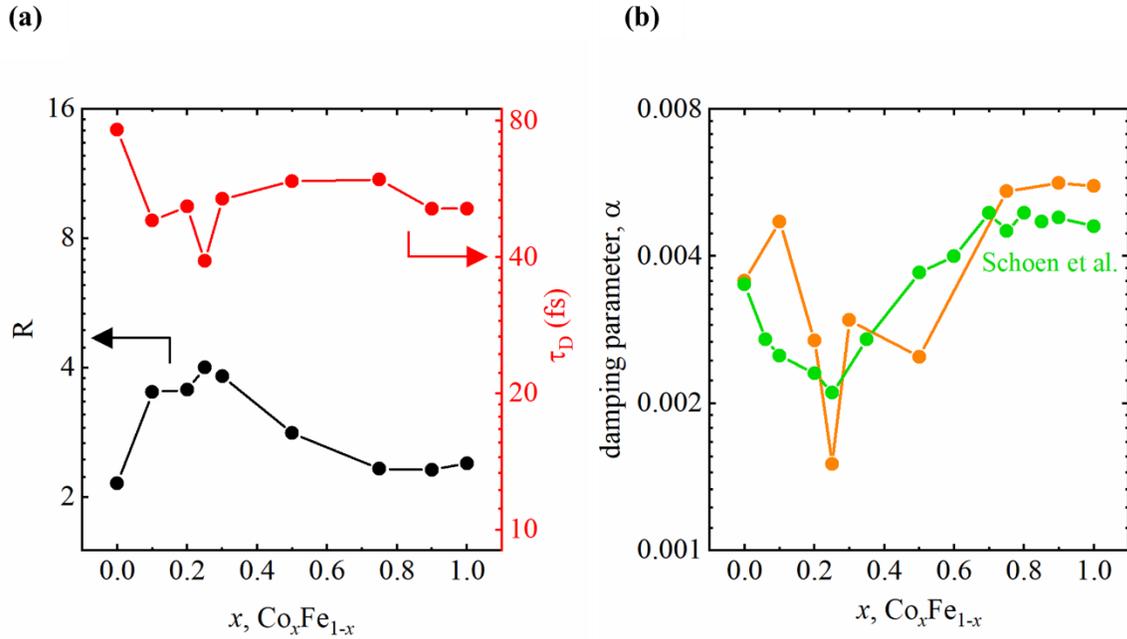
301 We calculate the laser energy absorption by electrons (S), as a function of depth (z) and time
 302 delay (t), as described in Equation 4. The terms P(t) and A(z) denote the time-dependent laser
 303 pulse intensity and the optical absorption profile as a function of stack thickness. We calculate
 304 A(z) using the refractive indices of each metal constituent of the stack^{47–49}. The material
 305 parameters that are used to numerically solve equations 1 – 4 are listed in Supplementary Table
 306 1.



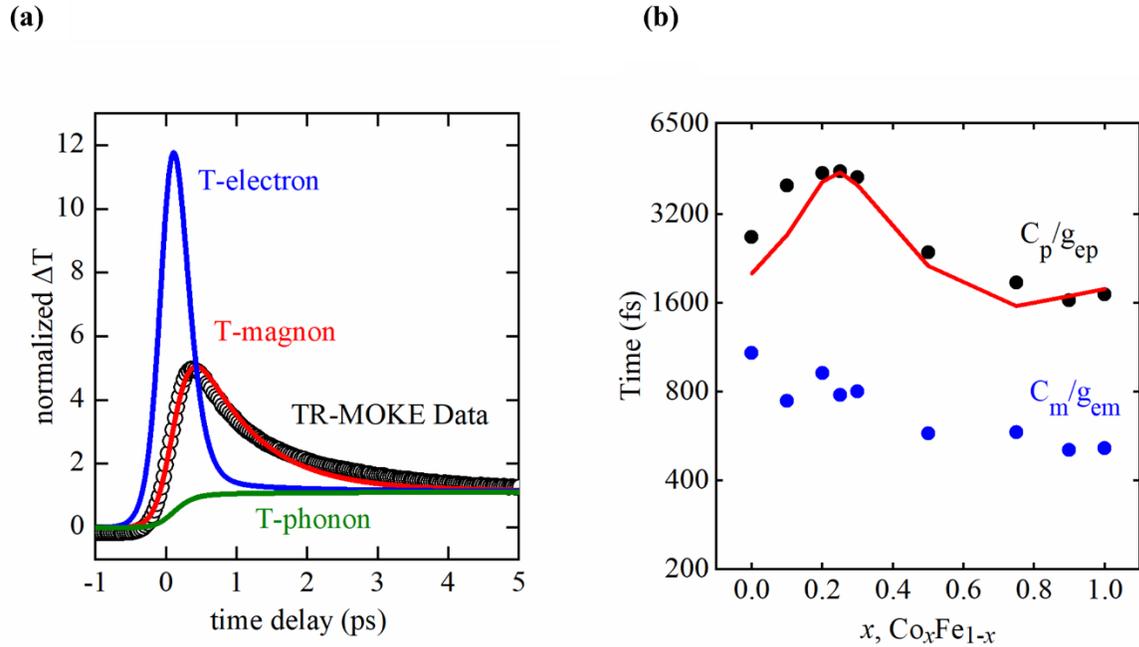
308 **Figure 1. Ultrafast magnetization dynamics of Co, Fe, and $\text{Co}_{0.25}\text{Fe}_{0.75}$ thin films** (a) Polar TR-
 309 MOKE data showing ultrafast demagnetization behavior at short delay times. (b) Schematic
 310 illustration of the three phases of an ultrafast magnetization dynamics experiment. Stage I: A large
 311 external magnetic field oriented normal to the plane of the sample leads to an equilibrium moment,
 312 \vec{M} in the out-of-plane direction. Stage II: Upon heating with a pump beam, ultrafast
 313 demagnetization (\vec{M}') occurs within ~ 100 s of fs. Energy from hot electrons is transferred to the
 314 magnons, increasing the amplitude of precession. Stage III: Over the next few picoseconds, energy
 315 is transferred from magnons and electrons to the lattice. Additionally, spatial temperature gradients
 316 relax. As a result, magnons cool, i.e. the average precessional amplitude of individual spins
 317 decreases. As a result, the magnetization partially recovers to \vec{M}'' . The time-scale for the partial
 318 recovery in stage III depends strongly on the composition.



319 **Figure 2. Precessional dynamics in Co, Fe, and Co_{0.25}Fe_{0.75} thin films** (a) Polar TR-MOKE data
 320 on sub-nanosecond time-scales. (b) Illustration of the three stages for precessional dynamics after
 321 laser excitation. Stage I: Prior to laser excitation, the presence of a canted external magnetic field,
 322 \vec{H}_{eff} , oriented at an angle θ . This results in the orientation of the out-of-plane moments, \vec{M}_z . Stage
 323 II: Laser-induced photoexcitation leads to the disorder of the magnetic moment, causing a decay
 324 in the net magnetization, denoted by \vec{M}' . The net torque imbalance causes macroscopic precessions
 325 of the magnons, towards equilibrium, \vec{H}'_{eff} , over several ~ 100 s of picoseconds. Stage III:
 326 Eventually, after ~ 1 ns, the magnetic moment re-equilibrates to \vec{H}'_{eff} . The lifetime of the magnetic
 327 precessions depends on the effective damping parameter, α_{eff} . The time-scale for the precessional
 328 dynamics to cease (in stage III) depends strongly on composition, and is a maximum for $x = 0.25$.



329 **Figure 3. Compositional dependence of descriptors for the ultrafast dynamics data.** (a) R
 330 describes the maximum change in the magnetic moment, i.e. how far from equilibrium spin-
 331 degrees of freedom are driven after ultrafast excitation. τ_D describes the lag between zero delay
 332 time and demagnetization, as a function of Co-concentration. (b) α denotes the Gilbert damping
 333 parameter, as a function of Co concentration. Data obtained from our TR-MOKE experiments
 334 described in this study (plotted in orange), agree reasonably with data from Ref. [6] (plotted in
 335 green). $\text{Co}_{0.25}\text{Fe}_{0.75}$ features the largest deviation in R and α , when compared to its constituent
 336 elements Co and Fe.



337 **Figure 4. Analyses of Ultrafast Demagnetization Results using the Three Temperature Model**
 338 **(3TM) in Co-Fe alloys.** (a) Polar TR-MOKE dataset of the $\text{Co}_{0.25}\text{Fe}_{0.75}$ composition (black circles)
 339 with best-fit results of the 3TM. The 3TM describes the temperature excursions of the electrons
 340 (blue curve), magnons (red curve) and phonons (green curve) after laser excitation. (b) We treat
 341 g_{ep} and g_{em} as fit parameters when solving the 3TM. Using literature values of C_p and C_m (further
 342 details available in Supplementary Table 1), we calculate and plot the electron-phonon (τ_{ep}) and
 343 electron-magnon (τ_{em}) relaxation times, as a function of Co-concentration. The red-line is a best-
 344 fit value for the electron-phonon relaxation time as a function of composition, with the assumption
 345 of a composition-independent value for the electron-phonon coupling parameter λ .

346 **References:**

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472 R. M. and R. B. W. designed the experiments. R. M. prepared all the samples and characterized
473 them, and performed TR-MOKE experiments. V. H. O performed VSM measurements. L. V.
474 performed hierarchical clustering analyses. S. C. performed DFT calculations. R. M. and R. B.
475 W. analyzed the data and wrote the manuscript, with discussions and contributions from L. V.
476 and S. C.

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481 **Correspondence:** Correspondence and request for additional information must be addressed to
482 rwilson@ucr.edu